

1. Now we have Explored & Compared used local & national educational VET- programs (used by the partners) focused on (long term) unemployed young adults we have to outline the possibilities to adapt them to a Work first /work placement approach in the country of the partners (to be formalized with certificates).

From a German partner perspective it is very hard to answer this question. From the core competences and perspective which is the vocational rehabilitation of people with health issues, we do not find a Work First approach suitable as a stand-alone method. Our participants need – especially at the beginning – a very protective area to recover and to find strength again. A vocational start by training on the job would not be beneficial.

Nevertheless, there are some Jobcentres in Germany that already use the Work First approach for their internal work. The Jobcenter Cologne has got the project “befit4job” which aims at labour market near unemployed young people. They have a very closed and intensive coaching within a 6-week program. They run it in a group-setting and benefit from its Peer Learning approach.

Some Jobcenters in Germany already work with the Work First approach. The Jobcenter Herne started with it some years ago with the so called “Herne Model”. While they use the model for all new clients, the Jobcenters Cologne uses it only for young unemployed people near to the labour market – this means that they already had a job and just recently lost it. They take the initiative and go actively on the job search.

In the project Ferry 4 You of the Diakonie Michaelshoven – Zentrum Bildung und Beruf gGmbH these settings would not be possible in the same way and at the same pace. The young vulnerable people need much more time than 6 weeks to get involved with the other, to even dare to speak, they mainly never worked before etc. – for this reason, we do not find that Work First as a whole fits our target group’s needs. Given that the most important element of Work First is the “working” aspect, we can state that the Ferry 4 You program already runs like this in a certain way. After a stabilizing phase, all participants do internships in the “real” working world.

2. Now we have Explored this please write down the consequences and steps necessary to start a Work First model with VET-programs that operates within the framework of the local, national social system and laws of each partner country (your own country)

As mentioned before there are some Jobcentres – mainly in Northrhine-Westfalia – that already work with this approach. In other regions, this is not the case. The Northrhine-Westfalia the G.I.B. – Gesellschaft für innovative Beschäftigungsförderung (Association for innovative labour market Advancement) exists – it is a regional institute that researches on the approaches in dealing with, e.g, unemployment issues. If research further finds that this approach is – adopted to the local needs of Jobcenters, promotable it might be spread via this way. Several researches already exist on this.

From the current view of the partner organization, the Berufsförderungswerk Köln already applies Work First elements which have been adopted to the needs of our participants in the vocational rehabilitation, in Ferry 4 You, in TEP – vocational education in part-time and other projects.



Lifelong Learning Programme



Some Jobcenters in Germany seem to find this approach already promising for their work. The Jobcentre Cologne comments on integration quota of 88 % of their “befit4job” program. Looking at this aspect, the Work First might be of importance for this sector and might spread to other regions.

List of references:

Beratungskompetenzen im Aktivierungs-/Work-First-Ansatz

<http://www.gib.nrw.de/themen/sgb-2-steuerung/aktivierungsansatz-work-first>

http://www.arbeit.nrw.de/arbeit/wege_in_arbeit_finden/berufliche_eingliederung_jobcenter/index.php